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Health, Safety & Wellbeing Winner 2018

Lendlease Construction

The Judges say...

A long term and high-level commitment to health & wellbeing has provided significant resource to establish and maintain an industry-leading and contemporary programme to support a healthy and productive workforce.

Lendlease's Health & Wellbeing Strategy addresses both the mental and physical health needs of employees in a targeted, collaborative and participative way. Their health & welfare framework focuses on: supporting healthier minds; developing healthier bodies; building healthier places; and creating healthier cultures. Employee health is not owned by HR, it is a collaborative effort between HR, Health & Safety, Sustainability and employees.

Lendlease Construction (LLC) is the first construction company to formally establish Mental Health First Aiders (MHFA), a network that is now being replicated across all other regional businesses generating a capacity to support 17,000 employees worldwide. This is incredibly important for a sector that has the greatest number of suicides compared to any other professional sector. LLC has taken the initiative to introduce MHFA stickers for identification on hard hats and laptops, making 'First Aiders' clearly accessible to the workforce.



Number of staff: 1,300 **Turnover:** £330.9m **Type of organisation:** Contractor

Actions

- Long term commitment – signed the Public Health Responsibility Deal in October 2013.
- Global Minimum Requirements focus on front-end planning to mitigate health & safety risks on projects.
- Extra-ordinary focus on mental health – raising awareness of and breaking down associated stigma.
- Investment in training for management, employees and supply chain.
- Introduction of targeted frontline leaders and initiatives for easy identification of those that can help e.g. hardhats, laptop stickers.

Impacts

- Motivated staff keen to be involved.
- Over 300 staff trained on full two-day mental health course with a further 250 participating in stress and mental health awareness training and a further 100 supply chain partners also involved.
- MHFA training now part of standard company induction.
- Improvement in workforce engagement and increased use of services such as nurse and skin checkups etc.

Lessons learned

Lendlease has long recognised the need for a holistic approach to health and wellbeing and that one impacts on the other. Whether it be mental or physical health the priority is protecting employees and making sure everyone goes home healthy and safe.

